

Shortage Of Healthcare Workers And Nurses

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Introduction

Nursing deficiency is an international challenge which is disturbing each nation on the planet. Due to this dearth, patients are in misery because of healthcare staff, as they are not ready to meet their health needs. The deficiency of healthcare experts is one of the most important obstacles to attaining the U.S. Millennium Development Aims. US Millennium development goals are to lessen child mortality, advance maternal health, fight HIV/AIDS and ensure environmental sustainability. The global healthcare workforce is facing a great nursing deficiency. A nursing shortage is usually defined and dignified by a country's ancient recruitment heights, capitals, and evaluations of requested healthcare facilities (Buchan & Aiken, 2008). As the population breeds older, the demand for healthcare and the evolution of these healthcare workers and other healthcare occupations increases. There are utter reasons for this shortage of healthcare workers and nurses.

Discussion

To understand the nursing shortage, one should consider the way it originated. The nursing deficiency nowadays is very complex due to the need for both supply and demand problems that have been very large since before. This means that healthcare workers' deficiency arises either because of a rise in their demand or a reduction in the supply. But nowadays, culture is exaggerated by a reduction in supply, which is not able to manage to come across the essential amplified demand soon (Oulton, 2006). There are some of the enlarged requirements and reduced supply are an arguing workforce, fudging in the applicant pool and discriminating work conditions. Besides, there is a deficiency of other health specialists and nurses occurring concurrently. That 2020 shortage estimate is outdated. The U.S. Bureau of Labor Statistics projects registered-nurse employment to grow 5% from 2024 to 2034, with about 189,100 openings each year on average, including replacement needs. The competent applicants for this designation had twisted away from an alumnus nursing package due to the deficiency of the competent, accessible faculty and the given means (AACN, 2011). A feature that is influencing this dearth of nursing is that their schools are not being provided with the rise of their admission due to the dearth of nursing school staff. Moreover, the surplus reasons for this deficiency of nurses are the rise in the average age of registered nurses, altering in the patient's demographics, an intolerable increase in the staffing stress level, turnover in the mature nursing and rate of positions (Clark & Allison, 2011; Rosenkotter & Nardi, 2007).

The earlier estimate that the United States would need more than 800,000 nurses by 2020 is also historical and should not be presented as a current workforce requirement. The United States strained

to employ international nurses to offset this shortage of nurses. The United States was importing a great bunch of nurses, starting in developing countries, which generated exhaustion for other nations' very skilled and talented nurses. This encompasses the capability of these other nations to sufficiently meet their own need for health and care. The immigration of health workers in South Africa from sub-Saharan Africa (SSA), the deficient amount of young nurses and skilled health workforces impending into the workforce in SSA, poor management of the resources of Human Health and abrasion of the workers due to the HIV/AIDS affects the health workers and nurses in a grave number (INC, 2005). Narrow professions and specialized chances are ensuing obstruction and deliberation of health occupations.

To retain the nurses in their specified field, some serious steps have to be taken to improve the global health workforce. There should be a rise in the excellence of the compensation procedure that would raise the specific value of this nursing profession. Moreover, a specific increase should be placed to increase the new enrollment of the health staff and nurses to meet the outcome of the nursing deficiency (Rosenkoetter & Nardi, 2015). A joined workforce should be made by every nation according to discipline and occupation to make a desirable criterion of skills and roles (Institute of Medicine, 2011). Great and serious improvements are being required in the field of health and macroeconomic sectors and policies, as well as in the recruitment and preservation of older nurses to meet the desired needs. Every country needs to accomplish the self-sufficiency of their health care staff instead of importing the workforce. So, a comprehensive staff strategy is required that solidifies distant nurse enrollment and meets the domestic requirements.

Conclusion

The deficiency of health workers and nurses is different in every country of the world, but their impression of the Healthcare system is virtually the same. The shortage of nurses negatively disturbs the goals for the success of the health system. Failure to meet the deficiency of nurses, whether it is national or regional, may result in the collapse of the complete healthcare system, whose effects can be disastrous. The United States needs to increase its recruitment of healthcare staff to meet the countless demands for nursing staffing. Moreover, there is a need to create a system for the enrollment of new nurses in the health staff and for the preservation of the aged nurses to remain on the health staff. Furthermore, there is a need to make a modest staff plan to withstand the health and care system and native supply of nurses.

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